

Differentiated Pay Plan

Fruitland School District

2013-2014 School Year

Participation in the Differentiated Pay Program is voluntary. Employees may opt out of the program by sending their building principal an email.

Certified and classified employees who work full-time, in roles directly related to student achievement and success, will be eligible to earn up to one full share of differentiated pay.

Certified and classified employees who work less than full time, or whose roles are not directly related to student achievement and success, will be eligible to earn up to one-half share of differentiated pay.

Positions that exist ONLY on the extracurricular pay schedule will not be included in the differentiated pay program.

Contracted Service Providers will not be included in the differentiated pay program.

Employees who serve multiple buildings may receive 1/3 of their eligible share amount from each of the three schools.

Prep Academy staff will be included within the high school plan.

All schools' plans will be based on increasing student achievement. The high school's focus will be Senior Project completion; and the middle school and elementary will focus on improving achievement through assessment and data input to provide information needed to determine and address individual student needs.

Elementary Plan: Attached

Middle School Plan: Attached

High School Plan: Attached

Differentiated Pay Fruitland Elementary 2013-2014

Fruitland Elementary is in the process of stream lining our RTI and data collection process. By making sure that all of our data and assessment indicators are completed and accurately inputted into our data warehouse in a timely manner, we will be able to enhance and support our students to reach their full potential.

At the elementary we all work together to support the RTI process. The Title 1/Special Education paraeducators and teachers, along with regular education teachers, all take part in testing and working with the students individually to test and score the RTI tests. The teachers and other paraprofessionals working in the building that are not in direct contact with the students in the testing process also facilitate the work that goes into the testing. The achievement specialist coordinates the majority of the testing that takes place. The Music teacher, Computer teacher, Counselor, PE teacher, and Librarian take an extra group of students so the teachers can look at the data and determine the needs of their learners. The office staff including the secretaries and principal support by making phone calls when needed and working with the teachers to make the decisions that directly impact the students. The kitchen staff provide the nutritional food that is needed to help the students perform on tasks at their ability level. The Technology department keeps the computers functioning so that we can access the data and input when needed. The custodians provide a clean environment where a healthy student can make it to school by avoiding the latest bug that's going around. All staff at Fruitland Elementary work together to accomplish this goal.

A full share will be provided for all employees at Fruitland Elementary that support in this testing process. The full share will be determined by the number of hours each employee spends in student contact during the day. Teachers that have 95% of their students RTI tested and the data imputed into our Milepost data warehouse in a timely manner three times a year will be given the share. The final dates of the testing windows will be September 6th, December 13th, and May 2nd. The dates to have all of the data inputted into milepost will be September 27th, January 17th, and May 16th.

**Fruitland Middle School
Differentiated Pay Plan
2013-2014**

% of grade level assigned students w/completed data	September 16, 2013	February 2, 2014	May 11, 2014
95%	0.4	0.4	0.4
less than 95%	0	0	0

****The maximum share an employee can earn in a year is 1.0 share****

Includes Benchmark Data for RCBM, MAZE, MCOMP, & MCAP

Other Middle School Staff Differentiated Pay	
Counselor	¼ of each grade 5-8
Principal	¼ of each grade 5-8
5% Special Ed Case Manager	½ of each grade 5-6
7% Special Ed Case Manager	½ of each grade 7-8
5th grade PE Teacher	5th grade team
8th grade PE Teacher	8th grade team
7th grade PE Teacher	7th grade team
Band teacher	8th grade team
Achievement Specialist	¼ of each grade 5-8
Title I and Special Education Paraprofessionals	¼ of each grade 5-8
Librarian	¼ of each grade 5-8
Computer Lab Monitor	¼ of each grade 5-8
Office Staff	¼ of each grade 5-8
Building Custodians (may earn up to 0.5 share)	¼ of each grade 5-8
Building Kitchen Staff (may earn up to 0.5 share)	¼ of each grade 5-8



Fruitland High School

Michael Fitch, Principal

Jennifer Thornfeldt, Achievement Specialist ♦ Lisa O'Neil, Counselor ♦ Beth Holt, Athletic Director ♦ Jennifer Teetzen, Secretary

DIFFERENTIATED PAY PROPOSAL FOR FRUITLAND HIGH SCHOOL 2013-'14

SR PROJECT PARTICIPATION Will be the determination for a share:

Student mentors: assigned anywhere from 1-5 students to mentor through the Sr. Project process:

Topic submission/approval, outlining, editing, revision.

Judging presentations.

Preparation for presentations: paperwork, rooms, logistics, organization, food preparation, will all be considered as active participation in the successful completion of the Sr. Project.

District Office Personnel/Custodial/Maintenance/Food service/Lab tech will qualify for ½ share unless they CHOOSE to actively participate in the mentoring of students or serve as a JUDGE for presentations, in which case they will qualify for a full share.